

New Jersey Public Employment Relations Commission  
**POLICE AND FIRE**  
**COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM**

Line #

**SECTION I: Parties and Term of Contracts**

1 Public Employer: COUNTY OF UNION County: UNION

2 Employee Organization: PBA/FFA Correctional Supes Number of Employees in Unit: 52

3 Base Year Contract Term: 1/1/2017 - 12/31/2017

4 New Contract Term: 1/1/2018 - 12/31/2020

**SECTION II: Type of Contract Settlement (please check only one)**

5 ☒ Contract settled without neutral assistance

6 ☐ Contract settled with assistance of mediator

7 ☐ Contract settled with assistance of fact-finder

8 ☐ Contract settled in Interest Arbitration

9 If contract was settled in Interest Arbitration, did the Arbitrator issue an Award? Yes ☐ No ☐

**SECTION III: Base Salary Calculation**

The "base year" refers to the final year of the expiring or expired agreement.

*SEE MOA ATTACHED*

N.J.S.A. 34:13A-16.7(a) defines base salary as follows: "'Base salary' means the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension and health and medical insurance costs."

10 Salary Costs in base year \$                     

11 Longevity Costs in base year \$                     

12 Other base year salary costs

<u>                    </u>	\$ <u>                    </u>
<u>                    </u>	\$ <u>                    </u>
<u>                    </u>	\$ <u>                    </u>
<u>                    </u>	\$ <u>                    </u>

Sum of "Other" Costs Listed in Line 12. \$                     

13 Total Base Salary Cost: (sum of lines 10, 11, 12): \$

*SEE MOA ATTACHED*

**SECTION IV: Increase in Base Salary Cost (for each year of New CNA)**

14 Total Base Salary Cost from Line 13: \$                     

Increases	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
15 Effective Date (month/day/year)	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
16 Cost of Salary Increments (\$)	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
17 Salary Increase Above Increments (\$)	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
18 Longevity Increase (\$)	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
19 Total Increased Cost for "Other" Items (\$)	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
20 Total Increase (\$) (sum of lines 16-19)	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>

**SECTION V: Average Increase Over Term of New CNA**

*SEE MOA ATTACHED*

21 Dollar Increase Over Life of Contract \$            [Take sum of all amounts listed on Line 20 above]

22 Percentage Increase Over Life of Contract            % [Divide amount on Line 21 by amount on Line 14]

23 Average Percentage Increase Per Year            % [Divide percentage on Line 22 by number of years of the contract]

SECTION VI: Other Economic Items Outside Base Salary and Increases

*SEE MOA ATTACHED*

		←Increases→						
24	Item Description	Base Year Cost (\$)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
25	Totals (\$):							

SECTION VII: Medical Costs

*SEE MOA ATTACHED*

Insurance Costs		Base Year	Year 1
26	Health Plan Cost	\$	\$
27	Prescription Plan Cost	\$	\$
28	Dental Plan Cost	\$	\$
29	Vision Plan Cost	\$	\$
30	Total Cost of Insurance	\$	\$

Employer: COUNTY OF UNION Employee Organization: PBA/99A-CONCRETE SUBS Page 4

SECTION VII: Medical Costs (continued)

*SEE MOA ATTACHED*

31 Employee Insurance Contributions \$            \$             
32 Contributions as % of Total Insurance Cost            %            %

33 Identify any insurance changes that were included in this CNA.

SECTION VIII: Certification and Signature

34 The undersigned certifies that the foregoing figures are true:

Print Name: MARK TRAUM  
Position/Title: LABOR RELATIONS COORDINATOR  
Signature: *Mark Traum*  
Date: JANUARY 11, 2019

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: contracts@perc.state.nj.us

NJ Public Employment Relations Commission  
Conciliation and Arbitration  
PO Box 429  
Trenton, NJ 08625  
Phone: 609-292-9898

Revised 8/2016



## UNION COUNTY BOARD OF CHOSEN FREEHOLDERS

**RESOLUTION:** 2018-838

SEPTEMBER 27, 2018

CHAIRMAN SERGIO GRANADOS

**WHEREAS**, the County of Union engaged in collective bargaining negotiations with PBA Local 199A Correction Superior Officers, effective January 1, 2018 through December 31, 2020; and

**WHEREAS**, the County of Union and the negotiating committee for PBA Local 199A Correction Superior Officers, reached a tentative agreement on September 12, 2018 and the union had ratified same on September 18, 2018. Representatives of the Bargaining Committee, and the County agree to recommend, without reservation, the approval of same; and

**WHEREAS**, the County of Union now desires to confirm the understandings in a Memorandum of Agreement with the union, which is attached hereto and made a part hereof:

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Chosen Freeholders of the County of Union that it hereby authorizes the County Manager to sign any and all documents necessary to enter into a Memorandum of Agreement with PBA Local 199A Correction Superior Officers.

Sufficiency of Funds Authorized 2018 Budget ; Subject to Inclusion in the 2019 and 2020 Budgets:

Approved as to Form:

Certifying as to an Original Resolution:

Certified as to a True Copy:

*[Signature]*  
*[Signature]*

✓ Vote Record - Resolution 10220		Yes/Aye	No/Nay	Abstain	Absent
<input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Adopted as Amended <input type="checkbox"/> Defeated <input type="checkbox"/> Tabled <input type="checkbox"/> Withdrawn	Rebecca Lynne Williams	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Bruce H. Bergen	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Angel G. Estrada	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Angela R. Garretson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Sergio Granados	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Christopher Hudak	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Bette Jane Kowalski	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Alexander Mirabella	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Mohamed S. Jallouh	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**MEMORANDUM OF AGREEMENT**  
**PBA199A-CORRECTION SUPERIOR OFFICERS**

**&**

**COUNTY OF UNION**

The County and PBA199A-Correction Superior Officers engaged in collective bargaining for a new Labor Agreement between the parties to replace the current Agreement which expires on December 31, 2017. The County and PBA199A-Correction Superior Officers have reached a tentative agreement which the parties now desire to confirm in this Memorandum of Agreement.

The tentative Agreement has been ratified by the membership of PBA199A-Correction Superior Officers and is now subject to the approval of the Union County Board of Chosen Freeholders. The Bargaining Committee of PBA199A-Correction Superior Officers agrees to recommend, without reservation, the approval of the tentative Agreement to the membership of the Union. The representatives of the County agree to recommend, without reservation, the approval of the tentative Agreement to the Union County Board of Chosen Freeholders.

Therefore, the County and PBA199A-Correction Superior Officers agree to the attached Four (4) pages of modifications to the Collective Bargaining Agreement. The parties by their signatures set forth below signify their agreement as to the terms set forth in this Memorandum of Agreement

September 18 , 2018  
Date

# **MEMORANDUM OF AGREEMENT**

Agreement made this 22<sup>nd</sup> day of September 2018 by and between the County of Union and (herein the "Employer") and PBA Local 199A (herein the "SOA"):

WHEREAS, the Employer and the SOA are parties to a Collective Negotiations Agreement covering the period from January 1, 2017 through December 31, 2017; and

WHEREAS, the Employer and the SOA have engaged in good faith negotiations for a successor contract that has resulted in an agreement between the negotiating committees subject to ratification by the SOA membership and approval by the Employer's governing body, which the negotiating committees for the parties unanimously agree to recommend:

NOW, THEREFORE, in consideration of the mutual covenants and undertakings herein set forth the parties agree as follows:

A. Except as herein modified, the terms and conditions of the 2017 contract shall remain in full force and effect.

B. **GENERAL**

Change all references to the five on two off schedule to the four on three off schedule.

C. **ARTICLE 8, SALARIES**

1. Section 1: Change dates.

2. Section 2:

- |    |                                       |                                    |
|----|---------------------------------------|------------------------------------|
| a. | Effective & retro to January 1, 2018: | 2.75% to base pay<br>(ATB +Steps)  |
| b. | Effective January 1, 2019:            | 2.50% to base pay<br>(ATB + Steps) |
| c. | Effective January 1, 2020             | 0.75%                              |

D. **ARTICLE 24, SOA DELEGATE, NEGOTIATIONS COMMITTEE, ETC.**

1. Section 11 (New):

The SOA President shall have a flex work schedule allowing for release time for contract administration and union activities without loss of pay subject to the approval of the Director, which approval shall not be unreasonably denied. The SOA President may use said release time to meet and consult with negotiations unit members, staff and the County and Department of Corrections Administration with no loss of pay. If the SOA President is unable to perform the duties of the office, a designee may be chosen to handle the day to day operations of the SOA and shall be delegated all of the rights contained herein. The SOA shall promptly notify the Director of the name of the designee.

2. Section 12 (New):

At the request of the SOA President, the County shall permit a maximum of 10% (rounded up) of the number of members of the SOA unit (with a minimum guarantee of 2 members) to attend the annual convention and mini-convention of the State PBA and the annual State PBA Collective Bargaining Seminar. Release shall be with pay for the duration of the conventions and seminar plus reasonable travel time granted. However, such release time shall not exceed 7 workdays per convention and seminar.

E. **ARTICLE 27, MISCELLANEOUS**

1. Section 12 (New):

Effective September 1, 2018, all unit members shall be required to attend two (2) annual training days of eight (8) hours each. The value of these training days shall be added into each employee's base salary prior to any percentage increase. This increase is effective and retroactive to January 1, 2018 and shall be computed by multiplying 16 hours by the employee's overtime rate (which includes senior officer salary steps where applicable).

2. Section 13 (New):



All payments for accrued time due at the time of retirement shall be made at the rate of pay that the officer had on his or her last day of employment.

F. **ARTICLE 28, INSURANCE**

Add the following to Section 4, 2:

If any of the applicable premium sharing provisions of Chapter 78, P.L. 2011 are repealed, modified or overturned by a court of competent jurisdiction or by the legislature, the parties agree to meet to negotiate the impact of any such repeal, modification, or court decision. In addition, the premium upon which the employee's Chapter 78 contribution is based shall be frozen at the 2018 levels. An employee's contribution amount shall not change if the premium increases or if an employee's salary increase moves him/her into a new range. An employee's contribution amount may change if the employee changes health plans or changes category coverage, i.e., moves from family to single or single to family, etc.

G. **ARTICLE 31, DURATION**

January 1, 2018 through December 31, 2020.

H. **EXHIBIT C – SALARY GUIDES**

1. Guide A: Effective 1/1/18, Step 1 for the Lieutenant and Captain ranks shall be deleted. Add increases as set forth in C, above.

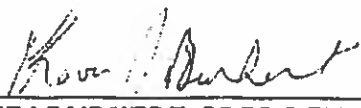
2. Guides B and C: Increase each step as set forth in C, above.

I. This Agreement is subject to ratification by the SOA membership and the approved by the governing body of the Employer.

J. All other proposals of the parties no contained herein are deemed withdrawn.

FOR PBA LOCAL 199A

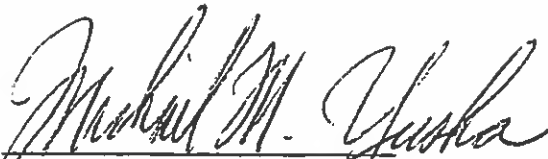
FOR THE COUNTY OF UNION

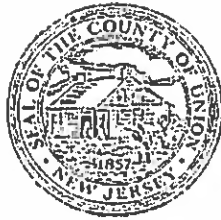
  
\_\_\_\_\_  
KEVIN BURKERT, PRESIDENT

  
\_\_\_\_\_  
EDWARD OATMAN,  
COUNTY MANAGER

APPROVED AS TO FORM

  
KATHRYN V. HATFIELD, ESQ.  
COUNTY ATTORNEY

  
MICHAEL YUSKA, DIRECTOR  
DEPARTMENT  
ADMINISTRATIVE SERVICES



## UNION COUNTY BOARD OF CHOSEN FREEHOLDERS

RESOLUTION: 2016-872  
OCTOBER 20, 2016  
CHAIRMAN BRUCE H. BERGEN

**WHEREAS**, the County of Union engaged in collective bargaining negotiations with PBA199A-Correction Superior Officers, effective January 1, 2017 through December 31, 2017; and

**WHEREAS**, the County of Union and the negotiating committee for the PBA199A-Correction Superior Officers, reached a tentative agreement and ratified same on October 11, 2016. Representatives of the Bargaining Committee, and the County agree to recommend, without reservation, the approval of same; and

**WHEREAS**, the County of Union now desires to confirm the understandings in the Memorandum of Agreement with the Union, substantially in the form attached hereto and made a part hereof:

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Chosen Freeholders of the County of Union that it hereby authorizes the County Manager to sign any and all documents necessary to enter into a Memorandum of Agreement with PBA199A-Correction Superior Officers.

Subject to Inclusion in the Budget 2017 Budget:  
Approved as to Form:  
Certifying as to an Original Resolution:  
Certified as to a True Copy:

*[Signature]*  
*[Signature]*

✓ Vote Record - Resolution RES-2016-872		Yes/Aye	No/Nay	Abstain	Absent
<input checked="" type="checkbox"/> Adopted	Bruce H. Bergen	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Adopted as Amended	Angel G. Estrada	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Defeated	Sergio Granados	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Tabled	Christopher Hudak	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Withdrawn	Bette Jane Kowalski	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Alexander Mirabella	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Vernell Wright	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Linda Carter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Mohamed S. Jalloh	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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**MEMORANDUM OF AGREEMENT**  
**PBA199A-CORRECTION SUPERIOR OFFICERS**  
**&**  
**COUNTY OF UNION**

The County and PBA199A-Correction Superior Officers engaged in collective bargaining for a new Labor Agreement between the parties to replace the current Agreement which expires on December 31, 2016. The County and PBA199A-Correction Superior Officers have reached a tentative agreement which the parties now desire to confirm in this Memorandum of Agreement.

The tentative Agreement has been ratified by the membership of PBA199A-Correction Superior Officers and is now subject to the approval of the Union County Board of Chosen Freeholders. The Bargaining Committee of PBA199A-Correction Superior Officers agrees to recommend, without reservation, the approval of the tentative Agreement to the membership of the Union. The representatives of the County agree to recommend, without reservation, the approval of the tentative Agreement to the Union County Board of Chosen Freeholders.

Therefore, the County and PBA199A-Correction Superior Officers agree to the attached Five (5) pages of modifications to the Collective Bargaining Agreement. The parties by their signatures set forth below signify their agreement as to the terms set forth in this Memorandum of Agreement

**October 11, 2016**  
**Date**

## **SIDE BAR AGREEMENT**

This Agreement is made by and between the **County of Union** (herein the "**County**") and **PBA Local 199A** (herein the "**SOA**").

**WHEREAS**, the County and the SOA are parties to a collective negotiations agreement ("**CNA**") with an effective date of January 1, 2013 and an expiration date of December 31, 2016; and

**WHEREAS**, the CNA sets forth annual salaries pursuant to salary guides annexed to the CNA as Exhibit C; and

**WHEREAS**, following execution of the CNA, the parties realized that officers who were promoted from Correction Officer to Sergeant of Correction Officers were being placed at a salary level less than or slightly more than what they were earning as a Correction Officer; and

**WHEREAS**, Sergeants promoted to Lieutenant and Lieutenants promoted to captain of corrections also were earning less than or slightly more than they were in the lower rank; and

**WHEREAS**, the parties never intended for a promoted Officer to earn less than he or she earned in the lower rank; and

**WHEREAS**, the parties have executed a Side-Bar Agreement dated April 29, 2016 to address and resolve this issue; and

**WHEREAS**, the parties CNA is set to expire on December 31, 2016 and as such, the parties desire to negotiate the terms of a successor agreement:

**WHEREAS**, the parties have met and agreed upon the terms of a successor agreement and certain modifications to the April 29, 2016 Side-Bar Agreement; and

NOW, THEREFORE, in consideration of the mutual covenants, promises, and undertakings herein set forth the parties agree as follows:

1. The salary guides attached hereto as Addendum A reflect a 2% across the board increase for 2017 and shall replace the salary guides contained in the current CNA and shall be included in the successor CNA.

2. The following Sergeants shall be placed at the new salary level effective and retroactive as follows:

SERGEANT	5/1/16	1/1/17 (Anniversary date movement)		
Marin	\$104,362	\$108,829		
Gonzalez	\$104,362	\$108,829		
Altmann	\$104,362	\$108,829		
Kazalonis	\$104,362	\$108,829		
SERGEANT	5/1/16	7/1/16	1/1/17	7/1/17 (Anniversary date movement)
Stasil	\$102,027	\$104,068	\$106,449	\$108,829
McKenzie	\$102,027	\$104,068	\$106,449	\$108,829
Junio	\$102,027	\$104,068	\$106,449	\$108,829
Calavano	\$102,027	\$104,068	\$106,449	\$108,829
	5/1/16	7/1/16 (Anniversary date movement)	1/1/17	7/1/17 Anniversary date movement)
Davis	\$99,692	\$102,027	\$104,068	\$106,449
	5/1/16	2016 Top Pay 25 Years	1/1/17	

Nagy	\$99,692	\$106,695	\$108,829	
Riley	\$99,692	\$106,695	\$108,829	
Hunter	\$104,362	\$106,695	\$108,829	
	4/1/16	1/1/17	3/1/17 (Anniversary date movement)	
Hart	\$97,357	\$99,304	\$101,686	
Stulpin	\$97,357	\$99,304	\$101,686	
Cavezza	\$97,357	\$99,304	\$101,686	
Hleyder	\$97,357	\$99,304	\$101,686	
Thompson	\$97,357	\$99,304	\$101,686	

3. The term of the successor collective negotiations agreement shall be January 1, 2017 through December 31, 2017.

4. Article 14, Overtime: Effective upon the execution of this MOA, Captains may only fill overtime slots in their respective rank. Lieutenants may fill overtime slots in their rank as well as Sergeants rank.

5. Article 20, Maternity Leave: Delete.

6. Article 22, Holidays: Delete Sections 1, 3 and 4 and re-number.

7. Article 27, Miscellaneous: Delete Sections 2, 4 and 7.

8. Except as modified herein, the terms and conditions of the January 1, 2013 through December 31, 2016 shall remain unchanged.

9. All proposals of the parties not contained herein or in the attachment hereto are withdrawn.

10. This Agreement is subject to ratification by the SOA membership and approval of the Freeholders.

11. The negotiating committees for each party agree to recommend this Agreement for ratification.

SIGNED AND AGREED AS OF THE DATE AND YEAR WRITTEN BELOW.

FOR PBA LOCAL 199A

  
WALTER BONACCI,  
PRESIDENT

DATED: OCTOBER 11, 2016

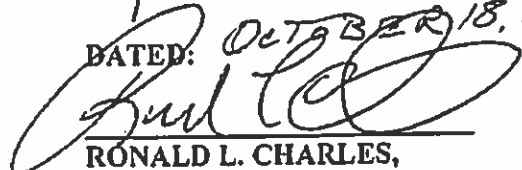
  
KEVIN BURKERT,  
VICE PRESIDENT

DATED:

FOR THE COUNTY

  
ALFRED FAELLA,  
COUNTY MANAGER

DATED: OCTOBER 18, 2016

  
RONALD L. CHARLES,  
DIRECTOR

DATED: OCTOBER 18, 2016

  
MICHAEL YUSKA  
DIRECTOR

APPROVED AS TO FORM

  
KATHRYN V. HATFIELD, ESQ.



## EXHIBIT A

### GUIDE A -- SOA UNIT MEMBERS HIRED PRIOR TO 10/1/12

	STEP	2016	2017
SERGEANTS	1	\$ 108,916	\$ 111,094

LIEUTENANTS	1	\$ 114,857	\$ 117,154
	2	\$ 120,797	\$ 123,213

CAPTAINS	1	\$ 126,616	\$ 129,148
	2	\$ 132,435	\$ 135,084

### GUIDE B -- PROMOTED INTO THE SOA ON OR AFTER 10/1/12

	Step	2016	2017
SERGEANTS	1	\$ 97,357	\$ 99,304
	2	\$ 99,692	\$ 101,686
	3	\$ 102,027	\$ 104,068
	4	\$ 104,362	\$ 106,449
	5	\$ 106,695	\$ 108,829

LIEUTENANTS	1	\$ 111,924	\$ 114,162
	2	\$ 117,153	\$ 119,496

CAPTAINS	1	\$ 126,616	\$ 129,148
	2	\$ 132,435	\$ 135,084

### GUIDE C -- HIRED AS A CORRECTIONS OFFICER ON OR AFTER 1/1/11

	Step	2016	2017
SERGEANTS	1	\$ 82,765	\$ 84,420
	2	\$ 84,420	\$ 86,109
	3	\$ 86,108	\$ 87,831
	4	\$ 87,831	\$ 89,588
	5	\$ 97,629	\$ 99,582

LIEUTENANTS	1	\$ 102,742	\$ 104,796
	2	\$ 107,855	\$ 110,012

CAPTAINS	1	\$ 126,616	\$ 129,148
	2	\$ 132,435	\$ 135,084